

Streamlining and enhancing talent acquisition for Zund America, Inc. with isolved Talent Acquisition, formerly ApplicantPro



ABOUT ZUND AMERICA, INC.

Zund America, Inc. is the North American subsidiary of Zünd Systemtechnik AG, a Swiss digital cutting systems manufacturer. Zund America’s mission is to be sales and service champion for North American customers to ensure a high degree of satisfaction with Zünd’s products while providing customers opportunities for continuous upgrades to their digital cutting systems.

 www.zünd.com

ABOUT isolved

isolved is a trusted HCM technology leader that provides a combination of software and services to meet the needs of HR, benefits, talent and payroll professionals. From payroll to performance management, isolved’s solutions are delivered directly or through isolved’s HRO partner network to more than 8 million employees and over 195,000 employers across all 50 states.

 www.isolved.com



EXECUTIVE SUMMARY

Zund America has been a client of isolved through its ApplicantPro subsidiary talent acquisition platform since 2022. As of March 2025, ApplicantPro is now fully integrated into the isolved brand and business. Managing sales and delivery of digital cutting systems for North America, Zund America utilizes “isolved Talent Acquisition, formerly ApplicantPro” for their talent acquisition requirements.

The introduction of ApplicantPro as Zund America’s primary applicant-tracking system has taken a once disparate and highly manual recruiting process and streamlined it into a centralized, easy-to-manage operation. The customer’s use of isolved Talent Acquisition has significantly improved critical metrics such as cost per hire, automation, and qualified applicant accessibility.



HACKETT INSIGHTS

Top priorities for HR in 2025

1	Develop effective leaders for a changing business and workplace.
2	Create and/or maintain a high-performing organizational culture.
3	Align workforce planning and strategy to business planning and strategy.
4	Recruit and retain staff in key business positions, and with critical skills.
5	Act as a strategic advisor to the business.
6	Leverage technology to improve the efficiency and effectiveness of HR services.
7	Improve talent management capabilities.
8	Improve HR analytical, modeling and reporting capabilities.
9	Address key talent/critical skills shortages.
10	Improve employee, manager and candidate experience.

Four of the top 10 objectives for HR in 2025 were closely associated with talent acquisition, highlighting the continued focus on recruiting as crucial to business success.

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OBJECTIVE

Prior to engaging isolved, Zund America's talent acquisition processes were highly manual, with ad hoc job postings to various career sites and no automation in applicant tracking. With no dedicated platform in place, the company was losing money through excessive spend on job postings, and it was losing time in manual processes to circulate resumes, schedule interviews and hire candidates.

Zund America's objectives in implementing isolved were to streamline and automate the recruiting process while realizing cost savings through strategic recruitment marketing.



SOLUTIONS IMPLEMENTED

Zund America implemented the following solutions through isolved:

- Moved from a homegrown system to a professional grade applicant tracking system.
- Strategic recruitment marketing that targeted specific career sites based on past performance in finding qualified applicants.
- A centralized location for all recruiting actions that enhanced communications and tracking for recruiters, hiring managers and candidates.
- Enhanced interview scheduling through integrated SMS functionality.

"isolved consolidated our recruiting capabilities into one place. Having all of our candidate information right there for access and comment by human resources and department managers saved us a significant amount of time."

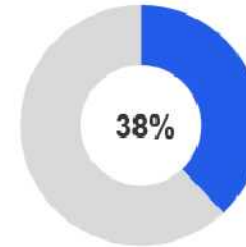
"Moving from manual to automated operations for recruitment marketing has saved us a significant amount of money while making our outreach more strategic on career sites."

April Forray
HR Director
Zünd America



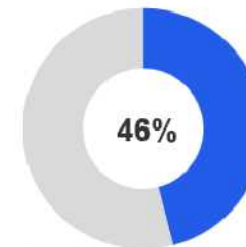
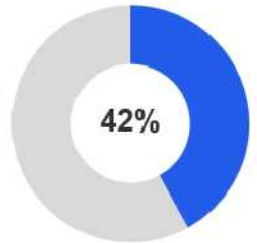
HACKETT INSIGHTS

Critical talent acquisition performance metric improvements for modern platform users



Improvement in time-to-fill

Improvement in time-to-hire (from job offer extended to acceptance)



Increase of qualified applicants

Organizations utilizing modern talent acquisition platforms over homegrown systems realize significant improvement in key recruiting performance metrics.

CASE STUDY

Streamlining and enhancing talent acquisition for Zund America, Inc. with isolved Talent Acquisition, formerly ApplicantPro



VALUE REALIZATION



Cost per hire savings

50%-65% on average

Workload reduction

50% improved

Qualified applicant pools

Improved

Candidate communications

Significantly improved



LOOKING AHEAD



Now that ApplicantPro is fully integrated into the isolved HCM platform, Zund America has a wealth of new features and functionalities available for it to pilot in its existing relationship.

For example, the isolved platform's strong predictive analytics capabilities, when coupled with its candidate relationship management functionality, offer Zünd the opportunity to take their talent acquisition performance improvements even further.

isolved's broader human capital management technologies offers Zund America the opportunity for greater holistic HR technology enablement. Finally, as isolved delves further into its managed services capabilities within recruitment and payroll (among others), opportunities to support Zünd in their North American growth will continue to manifest.

Source: The Hackett Group 2025 Digital World Class® Matrix Talent Acquisition Solution Provider Perspective